

REPORT OF THE LITIGATION SUBCOMMITTEE

July 12, 2010

The Honorable,
The Board of Commissioners of Cook County

ATTENDANCE

Present: Chairman Silvestri, Vice Chairman Collins, Commissioner Beavers, Peraica and Commissioner Schneider (5)

Absent: Commissioners Gainer and Suffredin (2)

Also Present: Commissioner Moreno; Patrick Driscoll, Jr. – Deputy State's Attorney, Chief, Civil Actions Bureau; Laura Lechowicz Felicione – Special Counsel to the President; Patrick M. Blanchard – Cook County Inspector General; Jan Carlson – Compliance Administrator, Cook County Forest Preserve District; Clifford L. Meacham – Compliance Administrator, Cook County Sheriff's Office; Mary T. Robinson – Cook County Compliance Administrator; Robert T. Shannon – Attorney-at-Law, Hinshaw & Culbertson LLP; Mark J. Vogel – Complaint Administrator, Office of the Cook County Post-SRO Complaint Administrator

Ladies and Gentlemen:

Your Litigation Subcommittee of the Board of Commissioners of Cook County met pursuant to notice on Monday, July 12, 2010 at the hour of 10:00 A.M. in the Board Room, Room 569, County Building, 118 North Clark Street, Chicago, Illinois.

Your Subcommittee has considered the following item and, upon adoption of this report, the recommendations are as follows:

306482 A RESOLUTION TO CREATE AN AD HOC COMMITTEE TO ANALYZE THE COST OF SHAKMAN COMPLIANCE OPTIONS (PROPOSED RESOLUTION). Submitting a Proposed Resolution sponsored by Earlean Collins, County Commissioner.

PROPOSED RESOLUTION

WHEREAS, Cook County is a home rule unit of local government pursuant to Article VII, Section 6 (a) of the 1970 Illinois Constitution, and as such may exercise any power and perform any function pertaining to its government and affairs; and

WHEREAS, the Cook County Board of Commissioners and other departments and constitutional offices of the county of Cook have been under a federal Shakman Consent Decree in regards to political influence in the hiring, firing, promotion, and/or demotion of county career service employees; and

WHEREAS, the cook county taxpayers are forced to bear an unnecessary financial burden of approximately ten million dollars for the cost of, including but not limited to, Shakman administrators, salaries, support staff and lawsuit payouts; and

WHEREAS, we can no longer afford to pay the cost for unfair employment practices therefore it is essential that we move forward to comply with the consent decree by seeking employment and recruitment alternatives that would minimize political influence and ensure greater transparency and public trust.

NOW, THEREFORE, BE IT RESOLVED, that the President and the Cook County Board of Commissioners create an ad hoc committee made up of one Commissioner from the Workforce, Job Development & Training Committee, one Commissioner from the Finance Committee and representatives from the following: Civic Federation, Cook County Sheriff's Office, Cook County Comptroller, Cook County Forest Preserve District, Cook County Human Resources, Cook County Recorder of Deeds and industrial engineers, to retrieve information from all departments on current expenditures pertaining to the cost associated with remaining under the Shakman Decree, including but not limited to monitoring, lawsuit payouts, cost of investigations, staffing and salaries.

BE IT FURTHER RESOLVED, that the ad hoc committee conduct an in-house feasibility study for the following: (1) cost analysis of entering into an agreement with an independent recruiting agency either on an as needed basis or contractually, (2) comparative analysis of the cost of hiring an independent recruiting agency verses the cost of remaining under the Shakman consent decree, and (3) an estimate of future workforce needs taking into account retirement, budgetary constraints, and other factors that influence the size of the workforce. The findings from the feasibility study shall be tendered to the Cook County Board of Commissioners no later than September 1, 2010.

***Referred to the Finance Litigation Subcommittee on May 4, 2010.**

Chairman Silvestri asked the Secretary to the Board to call upon the registered public speaker, in accordance with Cook County Code, Sec. 2-108(dd):

1. George Blakemore – Concerned Citizen

Vice Chairman Collins thanked those who were in attendance.

Commissioner Peraica, seconded by Vice Chairman Collins, moved to convene Executive Session. The motion carried.

Vice Chairman Collins, seconded by Commissioner Schneider, moved to convene Regular Session. The motion carried.

Patrick M. Blanchard, Cook County Inspector General, stated that training needs to be re-embraced, including Shakman and sexual harassment, and leadership needs to declare that Shakman-exempt employees are not immune from discipline.

Robert T. Shannon, Attorney-at-Law, Hinshaw & Culbertson LLP, an attorney for the Sheriff's Office, stated that he is maintaining communication with all parties involved, and is meeting with the two judges involved, as well as with Mr. Meacham and high-ranking Sheriff's personnel. He further stated that retention of a human resources consultant is being sought and interviewing is underway.

Chairman Silvestri concluded the meeting by thanking Vice Chairman Collins for introducing the Item, and thanking everyone in attendance for coming.

Vice Chairman Collins, seconded by Commissioner Schneider, moved to defer Comm. No. 306482. The motion carried.

Commissioner Schneider, seconded by Vice Chairman Collins, moved to adjourn the meeting. The motion carried and the meeting was adjourned.

**YOUR COMMITTEE RECOMMENDS THE FOLLOWING ACTIONS
WITH REGARD TO THE MATTER NAMED HEREIN:**

Communication Number 306482 Deferred

Respectfully submitted,
Litigation Subcommittee

Peter N. Silvestri, Chairman

Attest:

Matthew B. DeLeon, Secretary